Attrition Prevention Suggestions

Based on HR Analytics and Predictive Modeling

Top Predictors of Attrition (SHAP-based Analysis)

Rank	Feature
1	Over Time
2	Monthly Income
3	Years at Company
4	Job Role
5	Work-Life Balance

Attrition Risk Insights & Recommendations

Risk Factor	Insight	Recommendation
Over Time	High attrition among employees working overtime	Reduce workload, introduce flexible schedules
Monthly Income	Lower income correlates with higher attrition	Offer competitive salary & performance bonuses
Years at Company	Early exits common in first 2 years	Strengthen onboarding & early engagement
Job Role	Sales and Lab roles show higher attrition	Offer role-based training and support
Work-Life Balance	Poor balance reported in attrition cases	Introduce wellness & balance programs

High-Risk Departments (by Attrition Rate)

Department	Attrition Rate
Sales	21%
Human Resources	19%
Research & Development	14%

Action Checklist for HR Teams

- Reduce Over Time in Sales & Tech teams
- Review pay bands for high-turnover roles
- Launch mentorship for new hires
- Survey work-life balance satisfaction
- Publish transparent promotion criteria